

## MJS Legacy Safety Consulting Services LLC

continues to focus our attention on  
*'Providing Great Service and Building Lasting Relationships'*

It has been our distinct pleasure to serve the needs of businesses both big and small since 1995. MJS Safety transitioned to **MJS Legacy Safety Consulting Services** in 2021 with the passing of our founder, Mike Stookey. But our goal has not changed. We continue to grow the legacy of customized service and individual attention that we have provided to so many companies in Colorado, Wyoming, Montana, and surrounding states. Meeting your unique safety and regulatory needs is our mission.

We look forward to continuing a productive and successful business relationship with you through **MJS Legacy Safety Consulting Services** for many years to come.

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*Training facility and offices: 1760 BROAD ST, UNIT H, MILLIKEN, CO 80543*

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## DOL Adjustments to OSHA Civil Penalties for 2024

The U.S. Department of Labor announced changes to **Occupational Safety and Health Administration** civil penalty amounts based on cost-of-living adjustments for 2024 on January 11.

In 2015, Congress passed the **Federal Civil Penalties Inflation Adjustment Act Improvements Act** to advance the effectiveness of civil monetary penalties and to maintain their deterrent effect. Under the Act, agencies are required to publish "catch-up" rules that adjust the level of civil monetary penalties and make subsequent annual adjustments for inflation no later than January 15 of each year. In 2024, January 15 is a federal holiday. Therefore, new **OSHA** penalty amounts became effective Jan. 16, 2024.

**OSHA's** current maximum penalties for serious and other-than-serious violations are \$16,131 per violation. Failure to Abate, \$16,131 per day beyond the abatement date. The maximum penalty for willful or repeated violations is \$161,323 per violation.

- Visit the [OSHA Penalties page](#) for more information.
- Inspections, Citations, and Proposed Penalties Standard Number: [1903.15](#)



▶ **DOL Adjustments to OSHA Civil Penalties for 2024**

The U.S. Department of Labor changes to **Occupational Safety and Health Administration** civil penalty amounts based on cost-of-living adjustments for 2024. [read more...](#)

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▶ **What You Need to Know About OSHA's Increased Focus on Warehouse Safety**

Worker safety is a paramount concern in warehousing and distribution center operations. [read more...](#)

▶ **Fire Extinguishers on Construction Sites: What's Required** *Are you in compliance?* [read more...](#)

▶ **Exploring the Latest Technologies in Forklift Safety...** Forklifts play a crucial role in material handling. [read more...](#)

▶ **Requiring Employers to Keep Employees Informed**

*A new topic every month.....* Colorado Minimum Wage Effective January 1, 2024 [read more...](#)

**Your Right to Know**

**TRANSPORTATION NEWS SUMMARY**

▶ **Reminder - Federal Drug Testing Custody and Control Form Mandatory...** [read more...](#)

▶ **DOT 2024 Regs Violation Penalty Increases** [read more...](#)

▶ **Inspection Bulletin**

2024-01 – Unified Carrier Registration Enforcement Bulletin for 2024 Registration Year [read more...](#)

▶ **UCR fees for 2024 registration year** are approximately 9% less than fees for 2023 [read more...](#)

▶ **FMCSA to End MC Numbers, Overhaul Registration System to Stamp Out Fraud**

The changes include ending MC numbers and using USDOT numbers [read more...](#)



## TRANSPORTATION NEWS SUMMARY cont'd

- ▶ **National Work Zone Awareness Week** April 15-19 — "Work Zones are temporary. Actions behind the wheel can last forever." [read more...](#)
- ▶ **Colorado Retesting 183 CDL Drivers after Loveland based CDL School Shuttered** [read more...](#)
- ▶ **Colo. Law: Move Over for Me** "*Slow Down, Move Over*" protections to **ALL disabled vehicles.** [read more...](#)
- ▶ **CVSA's New Out-of-Service Criteria: WHAT TRUCKERS NEED TO KNOW** [read more...](#)
- ▶ **Congress eyes TWIC/hazmat changes**  
Senate intros bill to cut down on TWIC/hazmat screening red tape [read more...](#)
- ▶ **2024 CVSA Out-of-Service Criteria Now Available in the CVSA App** [read more...](#)

## MSHA NEWS SUMMARY

- ▶ **The Mine Safety and Health Administration is now on FACEBOOK!** [read more...](#)
- ▶ **Danger – Rotating Conveyor Rollers!**  
Three miners have been permanently disabled since the beginning of 2024 [read more...](#)



## MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

- ▶ **The Pitfalls of Poor Cable Management**  
It's one thing to lose hours of set-up time on a job site with unlabeled cables and wires; it's another to trip and fall thanks to exposed cords. [read more...](#)
- ▶ **OSHA Workplace Mental Health Bulletin**  
Mental health is an important component of overall well-being and is equally as vital as physical health for all employees. [read more...](#)

## COVID/RSV/FLU INFORMATION/RESOURCES SUMMARY

For your convenience, we have moved all COVID/flu/RSV information and resource [links](#) to the last page of the newsletter.



# “Training Spotlight”

(a different course will be featured monthly)

## > LEADERSHIP COURSE FOR SUPERVISORS

Supervisors and managers can make or break a company's reputation with their employees. This course outlines the leadership skills to be an effective leader instead of a resented boss.

For all of our Course Offerings visit the [MJS Legacy Safety website](http://www.mjslegacysafety.com)

### Schedule of classes April 2024: • TRAINING CENTER - 1760 BROAD ST, UNIT H, MILLIKEN, CO 80543

- \*PEC Safeland Basic Orientation: **NEW 2021 SAFELAND**: Apr 9 (All Virtual); Apr 18, 29; 8 – 4:30;
- \*First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): Apr 12, 25; 8 – noon;  
*In Person Classes: This class is also available for blended learning (online) with remote or in-person skills assessment*
- \*Hydrogen Sulfide Awareness [ANSI Z390 -2017 Course]: Apr 12, 25; 12:30 – 4:30;  
*This class available via Instructor Led video conference*
- \*Competent Person - Excavation & Trenching: Apr 11, 15;
- \*Confined Space Entry Training - Attendant, Supervisor, Competent Person & Entrant [NUCA Course]: Apr 17;
- \*Accident Investigation Techniques: Apr 23;

To sign up for one of these classes, or inquire about scheduling a different class,  
Call Carrie at 720-203-4948 or Jeremy at 720-203-6325  
Need any classes in Spanish? Contact Carrie to schedule.

For any last minute schedule updates, go to [www.mjslegacysafety.com](http://www.mjslegacysafety.com)

▶ MJS Legacy Safety also offers custom classes to fit the needs of your company ◀

### — FEATURED TRAINING PROGRAMS —

- Safeland Basic Orientation • Hydrogen Sulfide Awareness • First Aid/CPR
- OSHA 10 Hour for General Industry or Construction • Confined Space for Construction
- Competent Person for Excavations • HAZWOPER 8, 24 & 40 hr Courses

Order  
First Aid  
& other  
Safety Supplies  
[www.mjslegacysafety.com](http://www.mjslegacysafety.com)  
Jeremy  
720-203-6325  
Carrie  
720-203-4948

Want to schedule a class  
On-Site at your Facility...  
~ or ~  
Attend a class at our Training Center?  
Just give us a call !!

Need Help With

- ISNetworld
- PEC/Veriforce
- NCMS
- Avetta/BROWZ
- TPS ALERT

**CALL US!!!**

➔ **Distance Learning & Video Conference classes:** Through the Pandemic we have been able to offer Safeland and the PEC H2S Clear courses via video conferencing, and Veriforce has extended the authorization to continue this indefinitely. We are also able to offer the 1st aid/ CPR classes with an online blended learning option, and remote skills verification – as well as our In-House H2S Awareness Course. Ask about other distance learning opportunities for more information.

➔ **Video Conference Courses** Must Be Scheduled Separately and Are Available Upon Request.

SOURCES FOR THIS ISSUE INCLUDE:

OSHA  
FMCSA  
ISHN  
NHTSA  
DOT  
MSHA  
US DOL  
OH&S  
Overdrive  
EARN  
JAN  
GovDocs  
United Rentals  
Firefighter Inside  
nwzaw.org  
ANSI  
RAND  
CVSA



► MJS Legacy Safety can help guide you through training requirements. Call us! ◀

## Drug Testing

More and more of the 3<sup>rd</sup> Party Auditing companies like NCMS and TPS Alert are requiring drug testing levels slightly above the levels of some of the regulatory levels to ensure drug testing is being completed each quarter.



MJS Legacy Safety Services conducts both drug testing and Auditing account management for our in-house consortium clients as well as the management of other client drug testing consortium accounts, such as DISA. Many have modified their random selections process to work more effectively when a policy is tied to multiple auditing agencies. In specific situations, this may result in slightly more random selections being generated than clients are previously used to seeing to ensure compliance with both the regulatory requirements as well as client specific requirements.

Drug testing policies typically mirror the requirements of an auditing agency (e.g. DOT, DCC, DISA Monitoring, NCMS, etc.). When customers setup a single policy for more than one monitoring agency, and these auditing agencies require different random percentages, the number of random selections generated may be lower than one of the two agencies requires.

**If you have questions on the selection process,  
need assistance with the management of your TPS Alert, NCM, or  
other drug testing audit accounts,  
or need to sign up for a consortium, give us a call!**

### Report a Fatality or Severe Injury

- All employers are required to notify **OSHA** when an employee is killed on the job or suffers a work-related hospitalization, amputation, or loss of an eye.
- A fatality must be reported within 8 hours.
- An in-patient hospitalization, amputation, or eye loss must be reported within 24 hours.

#### **To Make a Report**

- Call the nearest [OSHA office](#).
- Call the OSHA 24-hour hotline at [1-800-321-6742](tel:1-800-321-6742) (OSHA).
- [Report online](#)

Be prepared to supply: Business name; names of employees affected; location and time of the incident; brief description of the incident; contact person and phone number. [FAQ's](#)



**DEADLINE WAS MARCH 2<sup>ND</sup>**



.... Collecting data on workplace injuries and illnesses is an important element of the **Occupational Safety and Health Administration's** mission to improve workplace safety and health.

Establishments in [certain industries](#) **Must Submit Required Injury And Illness Data** for each calendar year by **March 2** of the following year using Form 300A.

**Employers must post their most recent Summary of Work-Related Injuries and Illnesses (Form 300A) from February 1 through April 30 in a visible location for their employees' awareness.**

OSHA's Form 300A (Rev. 04/2004)  
Summary of Work-Related Injuries and Illnesses

Number of Cases			
Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	0	0	0
(0)	(0)	(0)	(0)

Number of Days	
Total number of days away from work	Total number of days of job transfer or restriction
0	0
(0)	(0)

**Injury and Illness Types**

OSHA provides a [secure website](#) that offers three options for injury and illness data submissions. If your establishment is required to submit this data, you must use OSHA's [Injury Tracking Application](#), or ITA. At this link you'll find detailed information on the following:

- Launch the Application
- Who is covered by this reporting requirement?
- What must covered establishments submit?
- FAQs
- Job Aids (How-To)
- When must covered establishments submit their completed Form 300A?
- How do I submit my establishment data?

All current and new account holders must connect your ITA account to a [Login.gov account](#) with the same email address in order to submit your data.

**Need more assistance?** Use the [help request form](#).

To report safety and health violations, file a complaint, or ask safety and health questions, call 800-321-6742 or visit [osha.gov/ContactUs](#).

## DOL Rule Expanding Submission Requirements for Injury, Illness Data Provided by Employers in High-Hazard Industries

***Final rule took effect Jan. 1, 2024, for certain employers***



The U.S. Department of Labor's final rule requires certain employers in designated high-hazard industries to electronically submit injury and illness information – that they are already required to keep – to the department's **Occupational Safety and Health Administration**.

The [final rule, effective starting Jan. 1, 2024](#), now includes the following submission requirements:

- Establishments with 100 or more employees in certain high-hazard industries must electronically submit information from their Form 300-Log of Work-Related Injuries and Illnesses, and Form 301-Injury and Illness Incident Report to OSHA once a year. These submissions are in addition to submission of Form 300A-Summary of Work-Related Injuries and Illnesses.
- To improve data quality, establishments are required to include their legal company name when making electronic submissions to OSHA from their injury and illness records.

OSHA will publish some of the data collected on its website to allow employers, employees, potential employees, employee representatives, current and potential customers, researchers and the general public to use information about a company's workplace safety and health record to make informed decisions. OSHA believes that providing public access to the data will ultimately reduce occupational injuries and illnesses.

"Congress intended for the Occupational Safety and Health Act to include reporting procedures that would provide the agency and the public with an understanding of the safety and health problems workers face, and this rule is a big step in finally realizing that objective," explained Assistant Secretary for Occupational Safety and Health Doug Parker. "OSHA will use these data to intervene through strategic outreach and enforcement to reduce worker injuries and illnesses in high-hazard industries. The safety and health community will benefit from the insights this information will provide at the industry level, while workers and employers will be able to make more informed decisions about their workplace's safety and health."

The final rule retains the current requirements for electronic submission of information from Form 300A from establishments with 20-249 employees in certain high-hazard industries and from establishments with 250 or more employees in industries that must routinely keep OSHA injury and illness records.

Learn more about OSHA's [injury and illness recordkeeping and reporting requirements](#).

# Fee Changes for Student Course Completion Cards for Outreach Training Program



**Effective Oct. 1, 2023**, fees for **new course completion cards** is **\$10 per card**. **OSHA** will adjust the **fee every two years** if needed based on the **Consumer Price Index**.

Fees for **replacement cards** are established by the **Authorizing Training Organizations**.

**OSHA** has **created 10- and 30-hour basic safety courses tailored to construction, maritime and general industry**, as well as **7.5- and 15-hour classes for disaster site workers**. These courses **cover the basics of worker rights and OSHA protections**. They **also describe how to identify, avoid and prevent workplace hazards**. **OSHA** does not **require these courses** but **some municipalities, unions, employers and other organizations do**. In fiscal year **2022**, the program **trained more than one million students**.

To obtain **copies of course completion documents**, such as **student course completion cards**, students **must contact the original training provider**. Please note, **replacement student course completion cards for OSHA Outreach Training Program classes cannot be issued for training completed more than five years ago**. Only **one replacement card** may be issued **per student per class**.

[Authorized outreach trainers and online providers](#)

[More about OSHA's voluntary Outreach Training Programs](#)

## MJS Legacy Safety

is an [Authorized Outreach Trainer](#).

We offer the OSHA 10 & 30 hour courses for students.

**WE CAN HELP WITH REPLACEMENT STUDENT COURSE COMPLETION CARDS IF THE COURSE WAS TAKEN WITH CARRIE AND IS LESS THAN 5 YEARS OLD.**

**Give us a call!**

February 2024 — SOURCE: MSA Safety — [communications@msasafety.com](mailto:communications@msasafety.com)

## Inspection Notice: MSA Latchways® Guided Type Fall Arresters

This Inspection Notice is to inform you of a one-time inspection procedure regarding the locking pin on **MSA Latchways® Guided Type Fall Arresters (GTFAs)** that were manufactured between February 16, 2021 and January 30, 2024. Potentially affected models are listed in Table 1 in the linked Inspection Notice.

**MSA** has received a field report of an **MSA Latchways GTFa** that did not have a locking pin in the nut of the swivel connector between the carabiner and main body of the unit. Without this locking pin in place, there is potential for the connection to come loose during operation.



Model Number	Material description
3100L-00T	LADDERLATCH DEVICE
3100L-00RU	LADDERLATCH ASSYLHAND MK11RUSSIA
3103L-00	CANADIAN LADDERLATCH ASSY L/H
3104L-00	LADDERLATCH DEVICE US (L/HAND)
3100L-00AC	LADDERLATCH ASSY (L-HAND) MK2
3102L-00	TOWERLATCH L/H DEVICE
3100R-00	LADDERLATCH ASSEMBLY MK2 -R/H
3101R-00	LADDERLATCH ASSEMBLY (R/HAND) MK2
85192-00	CLIMBLATCH MK2 FINAL ASSEMBLY
3102L-00BR	TOWERLATCH L/H DEVICE
3105L-00	TOWERLATCH WITH WEBBING STROP US
3102L-00AC	TOWERLATCH WITH WEBBING STROP
35429-00	TOWERLATCH S.P.
85191-00	CLIMBLATCH DEVICE
85195-00	CANADIAN CLIMBLATCH DEVICE

**MSA** has not received any reports of injuries associated with this condition. However, we are requesting that you perform the inspection outlined in this notice prior to next use.

**For more information, please view the full Inspection Notice.** Your safety and continued satisfaction are important to us, and we apologize for any inconvenience that this may have caused.

[Full Notice – English](#)

[Full Notice – FR Canadian](#)

### FILING A WORKPLACE COMPLAINT CHOOSING THE RIGHT ONE



Workers have the right to report injuries, safety issues, and actions taken against them for speaking up including being fired, demoted, or disciplined.

Workers have the right to file a whistleblower or safety and health complaint, and in some instances both. This [chart](#) outlines the differences.

Remember, employers are required to follow safety laws and keep you safe. Employers must also maintain a workplace free from retaliation for voicing concerns about hazards or violations of federal law.



# The Rise of Portable Eyewash Stations

*When and why to opt for portable eyewash solutions; the role of the portable eyewash station in dynamic workplace challenges; and real-world scenarios where portable eyewash stations helped.*



The rise of portable eyewash stations marks a significant evolution in safety equipment. Designed for the dynamic and varied environments of modern industries, these portable units are an answer to the limitations of traditional, fixed eyewash stations. They represent a shift towards adaptable and responsive safety solutions, meeting the needs of a workforce facing constantly changing and often unpredictable work conditions. This trend reflects a deeper dedication to ensuring every industrial workspace is equipped to handle eye safety emergencies effectively.

## When and Why to Opt for Portable Eyewash Stations

As we turn our focus to portable eyewash stations, it's essential to understand the scenarios where they become not just an option, but a necessity. These units are particularly crucial in specific workplace environments where traditional solutions may fall short.

- **Remote or Isolated Work Areas:** *In locations distant from central facilities, fixed eyewash stations are often impractical. Portable units provide a vital safety resource, ensuring immediate eye irrigation, no matter how remote the site is.*
- **Temporary Work Sites:** *For projects with a limited duration, such as construction or short-term manufacturing, installing fixed stations is not feasible. Portable eyewash stations offer a flexible, cost-effective solution for these temporary environments.*
- **Fluctuating Hazard Locations:** *In facilities where hazardous materials or processes change locations frequently, fixed eyewash stations cannot always cover every risk area. Portable stations can be relocated easily, offering protection that adapts to evolving work conditions.*
- **Space-Constrained Areas:** *In smaller facilities or crowded workspaces, installing fixed stations might be challenging due to space limitations. Portable eyewash stations, with their compact design, provide an efficient solution without sacrificing safety.*

The versatility of portable eyewash stations extends beyond specific scenarios, offering significant advantages in any dynamic work environment such as:

- **Increased Accessibility:** *Portable units can be positioned closer to high-risk areas, reducing the time it takes for an affected worker to reach eye-washing facilities, which is crucial during emergencies.*
- **Enhanced Flexibility:** *These stations can be quickly and easily moved to new locations as the layout or nature of the work changes, ensuring continuous eye safety coverage.*
- **Reduced Installation and Maintenance Costs:** *Portable eyewash stations eliminate the need for complex plumbing installations and are typically simpler to maintain than fixed units.*
- **Readiness for Emergencies:** *In the event of an unforeseen hazard or accident, having a portable eyewash station readily available can be the difference between a minor incident and a serious injury, ensuring immediate response to eye emergencies.*

Portable eyewash stations are essential in dynamic industrial environments, adapting to the unique safety challenges and varied layouts of modern workplaces. Their design and mobility are crucial in spaces like multi-purpose facilities or renovation areas, where fixed stations are impractical, ensuring consistent access to eyewash facilities despite frequent changes in workspace layouts.

Additionally, in temporary or project-based sites such as construction areas or temporary labs, portable eyewash stations provide vital safety measures. Their ease of relocation and setup matches the rapidly changing nature of these work environments, enhancing safety and fostering a culture of preparedness and responsiveness among workers in these transient settings.

## How Portable Eyewash Stations Meet OSHA and ANSI Standards

Understanding the compliance of portable eyewash stations with safety regulations involves aligning with both OSHA and ANSI standards. OSHA's standard [29 CFR 1910.151\(c\)](#) requires quick drenching or flushing facilities in workplaces with potential eye hazards, while [ANSI/ISEA Z358.1-2014](#) offers detailed guidelines on the performance and installation of emergency eyewash and shower equipment. Portable eyewash stations meet these standards by providing immediate accessibility and readiness for emergency use, often featuring hands-free operation. These units are designed to ensure a continuous flow of clean water or eyewash solution for a minimum of 15 minutes, adhering to ANSI's requirements and enhancing workplace safety.

To maintain compliance with these regulations, several considerations are essential for portable eyewash units:

1. **Accessibility:** *Stations should be no more than 10 seconds or 55 feet away from hazardous locations, ensuring quick access during emergencies.*
2. **Clear Signage:** *Visible signs are crucial for rapidly locating the eyewash station in a crisis.*
3. **Water Quality and Duration:** *The units must provide an adequate supply of clean water or eyewash solution, in line with ANSI's 15-minute flushing requirement.*
4. **Nozzle Design and Height:** *Complying with ANSI's guidelines, nozzles should be positioned at an appropriate height, between 33 and 53 inches, and designed to prevent further injury.*
5. **Regular Inspection and Maintenance:** *Consistent checks ensure the stations are functional, clean, and ready for emergency use, a key component of both OSHA and ANSI standards.*



## Where Portable Eyewash Stations Could Have Helped

The increase in **OSHA penalties** has emphasized the need for **compliance** with workplace **safety regulations**, including the **provision** of emergency **eyewash** and shower **equipment** as per the **ANSI Z358.1 Standard**. Following are a **few real-world scenarios** where **non-compliance** with these **standards** led to significant **OSHA citations** and how **portable eyewash stations** could have **played a crucial role** in preventing these **violations**.

**Food Manufacturing Facility:** *This facility was fined for not having an emergency shower or eyewash stations near the area where forklift batteries were charged. With the lack of such safety equipment on both the shipping and receiving docks, the facility faced a proposed penalty of \$4,000, which would increase significantly under the new penalty structure. A portable eyewash station in these areas could have offered an immediate solution for eye and skin exposure to corrosive materials from battery acid, thereby aiding in compliance and enhancing worker safety.*

**Logistics Facility:** *This facility was cited for exposing employees to corrosive anhydrous ammonia in the engine room without access to a functioning emergency safety shower. The initial fine was \$6,000, which would escalate with the new penalty rates. Portable eyewash stations, strategically placed near the engine room, could have provided an immediate emergency response for employees, potentially avoiding this citation.*

**Nursery & Garden Center:** *Initially cited for exposure to hazardous cleaning chemicals, the facility failed to remedy the situation by the time of a re-inspection. The penalty, originally set at \$25,000, would now exceed \$40,000. The availability of portable eyewash stations could have offered a quick and effective response to chemical exposures, demonstrating the facility's commitment to rectifying the previously cited issue.*

In these **cases**, the lack of **adequate emergency response equipment** led to substantial fines. **Portable eyewash stations** could have been a **cost-effective** and **flexible solution** to meet the **required safety standards**. They **underscore** the importance of **assessing workplace hazards** and **ensuring** that suitable **emergency response equipment** is **accessible**, especially in **industries** not typically associated with **high-risk chemicals**.

## Future Portable Eyewash Trends and Innovations

The **future** of portable **eyewash technology** is **shaping up** to be an **exciting blend** of innovation and **improved functionality**. As we **move forward**, we can **expect** to see **advancements** in materials and **design**, making **units even more durable** and **suitable** for a **variety of harsh environments**.

**Technological integration** is likely to **play a key role**, with **features** such as **automated alerts** for **maintenance** and **usage tracking** becoming standard.

**Additionally**, there's a **potential** for the **development of more compact and efficient systems**, enhancing **portability** without compromising **performance**. We're also **likely to see** a **greater emphasis** on **environmental sustainability**, with **advancements** in water **conservation** and **recyclable materials**. These innovations **will further solidify** the role of **portable eyewash stations** as an **essential component** of **workplace safety**.

## National Safety Stand-Down To Prevent Falls in Construction

**MAY 6-10, 2024**

**Help to eliminate fatal falls by joining workers and employers across the country May 6-10 in the National Safety Stand-Down to Prevent Falls.**

Fatalities caused by falls from elevation continue to be a leading cause of death for construction employees, accounting for 395 of the 1069 construction fatalities recorded in 2022 (BLS data). **Those deaths were preventable**. The **National Safety Stand-Down** raises fall hazard awareness across the country in an effort to stop fall fatalities and injuries.

### What is a Safety Stand-Down?

A **Safety Stand-Down** is a voluntary event for employers to talk directly to employees about safety. Any workplace can hold a stand-down by taking a break to focus on "**Fall Hazards**" and reinforcing the importance of "**Fall Prevention**". Employers of companies not exposed to fall hazards, can also use this opportunity to have a conversation with employees about the other job hazards they face, protective methods, and the company's safety policies and goals. It can also be an opportunity for employees to talk to management about fall and other job hazards they see.

### How to Conduct a Safety Stand-Down and **FAQs**

Go to this **link** for complete event information

**If you're working at 6 feet or higher, you need fall protection.**

**Need help with  
FALL PROTECTION TRAINING COURSES?  
Give Carrie or Jeremy a call – MJS Legacy Safety!**

## • LIVE WEBINAR

**The Power of Knowledge:  
Innovations in Electrical Safety and Equipment Maintenance**  
April 3, 2024 | 2 PM EDT



**Presented By:**  
**Terry Becker, P.Eng, CESC, CSA Z462,  
CSA Z463, IEEE 1584 Voting Member**  
Independent Electrical Safety Specialist and Consultant  
*TW Becker Electrical Safety Consulting Inc.*

**Knowledge is power!** We are always learning when it comes to electrical safety. **PLAN-DO-CHECK-ACT** is a continuous improvement philosophy. Part of the cycle is ongoing training. It's important to be aware of changes and innovations, interpret them, and apply them if required. **NFPA 70E** and **NFPA 70B** published new editions in the last 12 months. In Canada, the 6th Edition of **CSA Z462** will be published on April 1. You'll also learn about the **IEEE Electrical Safety Workshop** and the **NETA Powertest Conference**, which are the best places to learn and network in the electrical safety space.

### Learning Objectives:

- Learn something new about electrical safety and electrical equipment maintenance. Knowledge is power!
- Get exposure to the IEEE ESW and NETA Powertest Conferences and why they are worth attending.
- What is the latest information related to electrical hazard classification?
- Why is electrical equipment maintenance important and what can my company do to improve?

## • [REGISTER NOW](#)

## Lithium-Ion Batteries vs Lithium Batteries

### The Best Fire Extinguisher is different for each

If you use a lot of lithium-ion batteries at home or at the office, you might be wondering what the best type of fire extinguisher is, in case they catch fire? First, you need to **MAKE CERTAIN** the batteries are lithium-ion and not just lithium. **These types of batteries have very different hazards that require different extinguishers.**



### Best Fire Extinguisher for Lithium-Ion Batteries

The best fire extinguisher for a lithium-ion battery fire is an ABC or BC chemical fire extinguisher.

However, if there is neither on hand – you may also use a water extinguisher if necessary. **Please make sure** that the batteries are lithium-ion and not lithium in this instance – water on a lithium battery fire will create an additional combustion reaction and result in a bigger fire, making things worse, not better.

### Best Fire Extinguisher for Lithium Batteries

The best fire extinguisher for lithium batteries is a class-D extinguisher that has been tested for use with lithium fires and certified as competent to tackle them.

### Best Practices

**You should never tackle any fire unless you feel competent and safe to do so.**

The most important advice in fighting fires is that if you are not confident that it is safe to fight the fire by yourself, or you have not been trained in the use of an extinguisher – you should call the fire department and allow them to handle it.

It is the fire department's job to extinguish fires and if you do this job incorrectly, you can end up with a serious problem where the fire is either worsened or spread over a wider area. It is always better to be safe than sorry.

**Always err on the side of safety!!**

**MJS Legacy Safety offers**

**Hands-On Fire Extinguisher Training**

**LET MJS Legacy Safety**  
**BE YOUR OSHA-AUTHORIZED**  
**ONE STOP SHOP FOR**  
**TRAINING.**

See [page 4](#) for classes offered this month as well as links to **All** of the training available.

Questions?

CALL US!!

**WE'RE HERE TO HELP!**

# Workplace First Aid Kits – ANSI/SEA Z308.1-2021 – Classes, Types, and the Standard



Employers have a **responsibility** to provide **healthy workplaces**, for both the **well-being** of the **employees** and the **efficiency** of the enterprises. In **certain emergencies**, access to the **bandages**, antiseptic, **gauze**, and other items **found** in these **workplace first aid kits** can mitigate **injuries entirely** or act as **temporary abatements** before professional **help can be** reached.

Workplace **first aid kits** often are **promoted** as “**ANSI**,” “**ANSI-compliant**,” “**Class A ANSI**,” or “**Class B ANSI**,” but, since **ANSI does not develop** standards, this **usage is somewhat** erroneous. Instead, these **products** generally are **trying to indicate** compliance with [ANSI/SEA Z308.1-2021: American National Standard – Minimum Requirements for Workplace First Aid Kits and Supplies](#), which was published by the **International Safety Equipment Association (ISEA)**, an **ANSI-accredited standards** developing organization.

## What is ANSI/SEA Z308.1-2021?

[ANSI/SEA Z308.1-2021](#) establishes **minimum performance** specifications for **first aid kits** and their **supplies**. These are **intended for use** in various **work environments**, and their classification is **based on the anticipated** number of users, the **complexity of the work** environment, and the **level of hazards**. The containers are **classified by portability**, ability to be mounted, **resistance to water**, and corrosion and **impact resistance**.

At the **legislative level**, other than [CFR 1910.266\(d\)\(2\)](#) for **logging operations**, there are **no requirements** for the **actual count of items** in workplace **first aid kits**. However, **there are specific legal requirements set by OSHA** for workplace first aid kits for shipyard employment, **marine terminals**, longshoring, and the **construction industry**.

Alternatively, **ANSI/SEA Z308.1-2021**, a voluntary **consensus standard**, does set the **assortment of items** and the **quantity of each item** in **workplace first aid kits**, and this **distribution** is based on their **classification**.

## Class A Kits

*Under this designation, Class A first aid kits are intended to provide a basic range of products to deal with most common types of injuries encountered in the workplace. Examples include major wounds, minor wounds (such as cuts and abrasions), minor burns, and eye injuries. Any first aid kit designated Class A must contain the assortment of compliant supplies in the quantities specified in Table 1 of ANSI/SEA Z308.1-2021. Table 1 also identifies the minimum size or volume of these items.*

*These materials include adhesive bandages, adhesive tape, antibiotic application, antiseptic, breathing barrier, burn dressing, burn treatment, cold pack, eye covering, first aid guide, hand sanitizer, medical exam gloves, eye/skin wash, roller bandage, scissors, sterile pads, trauma pads, and triangular bandages.*

## Class B Kits

*These are intended to provide broader range and quantity of supplies to deal with injuries that personnel may encounter in more populated, complex, and/or high-risk work environments. The supplies and quantities for Class B first aid kits are also found in Table 1 of ANSI/SEA Z308.1-2021.*

*First aid kits designated Class B contain two items not found in Class A ones: a splint and a tourniquet. They also possess all the items found in Class A kits, but in greater quantities.*

## Types of First Aid Kit Containers

**ANSI/SEA Z308.1-2021** specifies **first aid kit containers** as follows:

**Type I first aid kits** are to be used in **stationary, indoor settings**. Therefore, they are generally not intended to be portable, and they are found in a **mounted, fixed position**. **Rough handling and environmental factors** are intended to be minimal.

**Type II first aid kits** are meant for **portable use indoors**. The potential for damage of kit supplies is minimal.

**Type III first aid kits** are meant for **portable use in mobile, indoor, and/or outdoor settings**. The damage of kit supplies is not probable. These kits have a **water-resistant seal**, and they can be mounted in a **fixed position**.

**Type IV first aid kits** are intended for **portable use in mobile industries and/or outdoor settings**. Potential damage to kit supplies is significant, due to **environmental factors and rough handling**. These kits have a means to be mounted. Because of their **risky environments**, **Type IV kits** need to meet the **performance guidelines for corrosion, moisture, and impact resistance** laid out in **ANSI/SEA Z308.1-2021**.

In addition to the **grades and types of workplace first aid kit containers**, **ANSI/SEA Z308.1-2021** details **information for first aid items** and labeling. It also features a **normative appendix** that serves as a **first aid guide** and an **informative appendix** on the **maintenance of first aid supplies**.

**ANSI/SEA Z308.1-2021: American National Standard – Minimum Requirements for Workplace First Aid Kits and Supplies** is available on the [ANSI Webstore](#). Users can also get it as part of the [ANSI/SEA Z358.1 / ANSI/SEA Z308.1 – Workplace First Aid Kits and Eyewash Package](#).

Need help with **Workplace First Aid Kit** compliance?  
Give Carrie or Jeremy a call – **MJS Legacy Safety!**



# What You Need to Know About OSHA's Increased Focus on Warehouse Safety



What does this mean for warehouse managers and employers?

It means you should expect a higher rate of inspections conducted at your facility. While this isn't exactly welcome news, it's important to look at the big picture.

Worker safety is a paramount concern in warehousing and distribution center operations. However, facility managers and manufacturers can expect even more scrutiny following the recent [National Emphasis Program on Warehouse Safety](#) announced by the [Occupational Safety and Health Administration](#) (OSHA). Learn what this development means for your establishment and what you can do to meet compliance requirements.

## What the National Emphasis Program entails

In July 2023, OSHA issued a [directive on increased safety inspections](#) at warehouses, fulfillment centers and related facilities. The program describes policies and procedures for OSHA officers to follow when inspecting certain high-injury-rate retail establishments, including warehousing and distribution center operations, mail processing, and parcel delivery services.

It also aims to reduce workplace hazards in these industries over the next three years and ultimately "lead to permanent change in workplace safety." To that end, all states should adopt this program as part of their warehouse safety policies or establish a different program with similar parameters to the federal model.

## Why is it important?

The warehousing and storage industry has grown considerably over the last decade. From January 2013 to October 2023, the number of employees rose from 707,000 to 1.8 million, according to the U.S. Bureau of Labor Statistics (BLS).

However, in the same period, there has also been a significant increase in occupational injuries and illness rates. OSHA states that from 2017 to 2021, the Days Away Restricted or Transferred (DART) rate has been higher in warehousing and distribution center operations compared to other industries. The DART rate describes the number of recorded injuries per 100 full-time employees that resulted in days away from work.

BLS data also shows the transportation and warehousing sector recorded the highest DART rate in 2022 at nearly five percent. These worrying statistics underscore the need for the comprehensive safety inspections and procedures outlined in the OSHA emphasis program.

## Key compliance areas

The inspections under this program will focus on safety hazards related to:

- Powered industrial vehicle operations.
- Material handling procedures.
- Storage facilities.
- Walking and working surfaces.
- Egress and fire safety measures.

Where heat or ergonomic hazards are present, OSHA will conduct comprehensive health inspections. The program scope may also expand to other areas of the establishment where industry-standard safety measures still need improvement. The program will be evaluated after 12 months to assess its effectiveness and whether it should continue.

Workplace injuries and illnesses are expensive. Businesses spend up to \$1 billion weekly on direct costs alone — medical expenses, compensation payments, legal fees and more. There are also indirect costs like lost productivity, equipment repairs and worker replacements to consider. All in all, it's infinitely better to have a safe facility from the get-go and OSHA's national emphasis programs are a great way to achieve that.

That said, these programs do not create new regulatory obligations. OSHA categorically states that the instructions provided in its directives "are not standards, regulations or any other type of substantive rule."

Nevertheless, understanding these policies gives you valuable insights into what the agency prioritizes when assessing and enforcing worker safety regulations.

## How to prepare for OSHA warehouse inspections

Knowing what to expect can help you handle an OSHA inspection the right way. One of the first things to note is the organization rarely gives advance notice of facility inspection. You should always be prepared, especially now that such assessments will be more frequent.

The inspection process itself is usually straightforward. It begins with an opening conference in which the OSHA inspector will meet with management representatives and employees to explain the purpose of the inspection. Next is the walk around the facility to check for safety and health hazards. Then, there's the closing conference, where the inspector discusses their findings and provides recommendations for addressing documented violations.

In terms of preparing for inspections under this new emphasis program, the following are the main focus areas to keep in mind.

## Forklift operation safety

Ensure forklifts, guided vehicles and other industrial vehicles used in warehousing operations meet the required safety standards. Forklift accidents alone resulted in over 7,200 nonfatal injuries in 2020 and 70 work-related fatalities the following year. Establishing clear travel paths and providing proper employee training are fundamental to preventing forklift injuries.

If your facility uses electric forklifts, you'll also want to pay close attention to the battery room. Make sure it has adequate ventilation and that there are emergency stations nearby.





## Workplace ergonomics

This particularly relates to your warehouse's material handling procedures and storage facilities. Because of the heavy lifting and repetitive movements involved in warehouse operations, it's important to optimize your warehouse layout for efficient traffic flow patterns.

An ergonomic warehouse encourages safe navigation and reduces the risk of safety hazards. Plus, it's a great way to maximize the available physical space for optimal throughput.

## Fall protection systems

Slips, trips and falls are among the leading causes of injury in the workplace. In 2020, they accounted for 18% of all nonfatal work injuries, resulting in increased DART rates.

Fall protection systems must receive high priority when preparing for an OSHA inspection. In particular, make sure continuous railing systems are installed across all walking and working surfaces. Ladders and stairways should also be equipped with railings and gates.

## Clear signage

Providing clear visual communication helps increase awareness of potential hazards in and around your facility. Safety signs should be posted prominently in areas with potential risks so workers have the information they need to act safely.

In addition to signage, you should conduct robust safety training and retraining with staff at all levels. Remember to listen to any feedback they may have. For instance, they may identify a new potential hazard or a promising solution to help ensure your facility is ready for an OSHA inspection.

## The time is now to prioritize warehouse safety

Warehouses and distribution centers see lots of activity daily, making them susceptible to safety hazards. With OSHA's increased focus on warehouse safety, now's the time to ensure you're doing everything possible to implement the necessary measures, protect workers from potential hazards and maintain good practices.

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# Fire Extinguishers on Construction Sites: What's Required

## Are you in compliance?



A fire on a construction site is no small threat. These fires can be even more hazardous than building fires because permanent fire protection systems aren't usually in place yet. A fire can not only threaten the lives of your workers but destroy equipment and materials and put a major kink in a project's schedule.

Every project should have a fire protection plan as part of its site-specific safety plan. And every construction site should have ready access to a fire extinguisher or water source for putting out fires.

OSHA stipulates that firefighting equipment be "conspicuously located." Here's what the agency requires in terms of fire extinguishers for construction sites (this assumes you don't have standpipe system in place):

- "A fire extinguisher, rated not less than 2A, shall be provided for each 3,000 square feet of the protected building area, or major fraction thereof. Travel distance from any point of the protected area to the nearest fire extinguisher shall not exceed 100 feet."
- "One 55-gallon open drum of water with two fire pails may be substituted for a fire extinguisher having a 2A rating."
- "A 1/2-inch diameter garden-type hose line, not to exceed 100 feet in length and equipped with a nozzle, may be substituted for a 2A-rated fire extinguisher, providing it is capable of discharging a minimum of 5 gallons per minute with a minimum hose stream range of 30 feet horizontally. The garden-type hose lines shall be mounted on conventional racks or reels. The number and location of hose racks or reels shall be such that at least one hose stream can be applied to all points in the area."

You can use a 1 1/2-inch fire hose, able to discharge water at 25 gallons or more per minute, instead of a fire extinguisher in a designated area if the hose can reach all points in the area.

Different rules apply in different situations — for example, if you're using more than 5 gallons of flammable or combustible liquids or 5 pounds of flammable gas on the jobsite. And you'll need more extinguishers for multi-level projects.

It's important to periodically inspect and maintain your fire extinguishers. An extinguisher is no good if it doesn't work when you need it. If there's a pressure gauge, it should indicate that the extinguisher is fully charged (the needle should be in the green zone). Don't let an extinguisher or a water drum freeze.

At least one worker on every shift should be trained in how to use the fire extinguishers and taught which types of extinguishers can be used on which types of fires. It's important to note that extinguishers should be used only for the initial stage of a fire, when the fire is small. And the first order of priority is to call the fire department.

Your local fire department may be able to help train employees on how to use fire extinguishers. It's also smart to let them know about flammable chemicals or hazardous substances in use on the site.

Finally, make sure everyone on the project knows the evacuation plan in case evacuation is ever in order.

- [OSHA FIRE PROTECTION/PREVENTION RULES & REGULATIONS](#)

## Exploring the Latest Technologies in Forklift Safety



Warehousing and industrial operations have seen a lot of change over the past few years, with a rapid increase in the innovations that go into handling the logistics of e-commerce businesses, construction, and storage. With the rise of consumer demand, it has also meant that the equipment used for running these facilities has undergone modifications and improvements too.

More specifically, forklifts play a crucial role in material handling. With more staff and more stock in warehousing now more than ever, it's meant that there has had to be a shift in the way of thinking about safety.

As technology continues to evolve, therefore, so does the focus on enhancing forklift safety. The latest innovations shaping the forklift industry, from smart sensors to automated warning systems and advanced operator training simulators continue to become more advanced.

### The need for forklift safety innovations

*Forklifts, while indispensable for optimal operations, pose inherent risks in the workplace, especially when they are not used correctly. Accidents, collisions, and injuries are challenges that businesses aim to mitigate through innovative safety solutions which are greatly aided by evolutions in technology. The integration of new safety inventions not only enhances safety but also contributes to increased efficiency and productivity in warehousing and logistics.*

### Smart sensors and collision avoidance

*One of the groundbreaking innovations in forklift safety that has proven to be a game-changer in the industry is the implementation of smart sensors. These sensors are designed to detect obstacles, pedestrians, and other forklifts in the vicinity. Using a combination of ultrasonic, infrared, and radar tech, or a combination of all three, smart sensors provide real-time data to the forklift operator, alerting them to potential hazards and obstacles. This proactive approach significantly reduces the risk of collisions and improves overall workplace safety.*

### How smart sensors work

*Smart sensors utilize advanced algorithms to interpret data from their surroundings. When an obstacle is detected within the predefined range, the system triggers an alert, either through visual indicators or audible alarms. Some more sophisticated systems can even initiate automatic braking or speed reduction on behalf of the operator to prevent accidents. This is especially useful in mitigating accidents caused simply by human error.*

### Automated warning systems: enhancing visibility and awareness

*Automated warning systems work hand-in-hand with smart sensors by providing enhanced visibility and awareness to forklift operators. These systems often include features such as 360-degree cameras, proximity alarms, and assistance in detecting blind spots. By drawing the operator's attention to blind spots and enhancing their visibility, technology offers a comprehensive view of the surroundings. Systems like these assist operators in making informed decisions, reducing the likelihood of accidents.*

#### Benefits of Automated Warning Systems

**Automated warning systems have several benefits for operators and warehouse managers. Some of these include:**

**360-Degree Visibility:** *Cameras positioned strategically on the forklift provide a complete view of the surroundings, minimizing blind spots.*

**Proximity Alarms:** *Audible alarms notify both the forklift operator and nearby pedestrians and obstacles of the forklift's presence, preventing accidental collisions.*

**Blind-Spot Detection:** *Sensors detect objects or individuals in blind spots and areas of low visibility, providing timely warnings to the operator who can react in time to prevent an accident.*

**Advanced Operator Training Simulators:** *Virtual Reality for Real-World Skills*

## Importance of training

Operator training is a fundamental aspect of forklift safety. In modern health and safety courses, advanced training simulators leverage virtual reality (VR) technology to create realistic, immersive scenarios for operators. These simulators allow trainees to navigate a virtual warehouse, handle loads, and respond to various challenges in a controlled environment. The hands-on experience gained through VR simulations enhances operator skills, reaction times, and decision-making, helping to ensure safer and more advanced forklift operations.

## Key features of operator training simulators

A typical forklift simulator will have the following key features:

**Realistic Scenarios:** Simulators recreate realistic warehouse scenarios, including potential hazards and challenges.

**Hands-On Training:** Trainees practice operating a forklift in a virtual environment, honing their skills without the risks associated with real-world operations.

**Performance Analytics:** Simulators provide detailed performance analytics, allowing trainers to assess and address specific areas for improvement.

## Future trends in forklift safety

The innovations discussed provide insights into the current state of innovations in forklift safety, but the industry continues to evolve. Looking ahead, several trends are expected to shape the future of forklift safety technology.

### Artificial intelligence integration

The integration of artificial intelligence (AI) is anticipated to enhance forklift safety further. AI algorithms can analyze large amounts of data from sensors and cameras in real time, enabling predictive analytics for potential safety hazards and providing insights into areas for improvement. AI-driven systems can learn from past incidents, continuously improving their ability to prevent accidents and adapting to individual cases and set ups.

### Advancements in fleet management

Forklifts equipped with special sensors can communicate vital data, such as maintenance requirements, usage patterns, and safety metrics, to a centralized system. This connectivity allows for proactive management and maintenance, reducing the risk of mechanical failures that could compromise safety, and further reducing risks in the workplace.

### Augmented reality for enhanced operator guidance

The integration of Augmented reality (AR) systems is predicted to become more prominent and enhance operator guidance by overlaying digital information in the real-world environment. Forklift operators can receive visual cues, such as navigation paths and load weight indicators, directly through AR displays in their field of view. This technology will help promote precise and safe operation by providing operators with real-time information without distractions.

### Making materials handling safer

Innovation in forklift safety and technology integration is a dynamic and ongoing process driven by the commitment to creating safer workplace environments. From smart sensors and automated warning systems to advanced operator training simulators, the current landscape reflects a holistic approach to mitigating risks associated with forklift operations.

As the industry evolves, the integration of artificial intelligence, communication and connectivity, and augmented reality is set to further improve safety standards, ensuring that forklifts continue to be indispensable tools in a secure and efficient workplace.

By embracing these advancements, warehouse managers and handling staff can look forward to an overall safer working environment.

# Requiring Employers to Keep Employees Informed

## Labor Law Posters

Some of the **statutes and regulations** enforced by the **U.S. Department of Labor (DOL)** require that **notices be provided** to employees and/or **posted** in the **workplace**. DOL provides **free electronic copies** of the **required posters** and some of the **posters** are available in **languages** other than **English**.

**Posting requirements** vary by **statute**; that is, **not all employers** are **covered** by each of the **Department's statutes** and thus **may not be required** to post a **specific notice**. For example, **some small businesses** may **not be covered** by the **Family and Medical Leave Act** and thus **would not** be subject to the **Act's posting requirements**.

The [elaws Poster Advisor](#) can be **used to determine** which **poster(s)** employers are **required to display** at their **place(s) of business**. Posters, **available in English and other languages**, may be downloaded **free of charge** and printed **directly** from the **Advisor**. If you **already know** which **poster(s)** you are **required to display**, the **site** makes it easy to **download and print** the appropriate poster(s) **free of charge**.

Please note that the **elaws Poster Advisor** provides **information on Federal DOL poster requirements**. For **information on state poster requirements**, please visit [state Departments of Labor](#). For **Colorado posters**, use this [link](#).

Each month we'll highlight a different topic and do our best to keep you up to date on any new or changing statutes and regulations.

## Colorado Minimum Wage Effective January 1, 2024

Under the [2024 PAY CALC Order](#), which annually publishes adjustments to the state's minimum pay and income levels for the upcoming year, Colorado's minimum wage rates increased on Jan. 1, 2024, to:

- \$14.42 for standard employees (up from \$13.65)
- \$11.40 for tipped employees (up from \$10.63)

The minimum wage for non-emancipated minors (\$12.26 per hour) and minimum pay for agricultural range workers (\$590.61 per week) also updated as of Jan. 1, 2024.

### What's Next?

On top of the minimum wage and pay levels passed under the 2024 PAY CALC Order, Colorado adopted amendments to its wage and hour rules that also took effect on Jan. 1, 2024.

So, on Thursday, Jan. 25, 2024, a second blog was published providing an overview of the new wage and hour amendments under the [Colorado Overtime and Minimum Pay Standards Order](#), located on GovDocs' [Employment Law News](#) page.

[Colorado Overtime & Minimum Pay Standards Order \("COMPS Order"\) #39, Poster & Notice \(pdf\)](#)



# Reminder - Federal Drug Testing Custody and Control Form Mandatory



▶ **DOT-regulated employers and their service agents [collectors, laboratories, Medical Review Officers (MRO)] must use the 'revised CCF'.** ◀

[Learn more](#) about what this means for DOT drug testing.



**COLORADO**  
Department of Revenue

**Home page for State of Colorado/ Colorado Department of Revenue –**  
Division of Motor Vehicles - [link](#)

## DOT 2024 Regs Violation Penalty Increases

The Department of Transportation published a [final rule](#) in the *Federal Register*, Thursday, Dec 28, 2023, updating the civil penalty amounts (*effective immediately*) that may be imposed in 2024 for violations of certain DOT regulations, including **Federal Motor Carrier Safety Administration** regulations focused on in trucking-company audits.

This is an annual move required by the Federal Civil Penalties Inflation Adjustment Act Improvements Act.

[The updated fines for FMCSA regulations violations can be seen here](#) (pdf)

## Inspection Bulletin

### 2024-01 – Unified Carrier Registration Enforcement Bulletin for 2024 Registration Year

Created: Jan. 1, 2024

#### Summary

- This [bulletin](#) (pdf) provides guidance for verifying compliance with Unified Carrier Registration (UCR) during a roadside inspection and encourages roadside enforcement for the 2024 registration year, effective Jan. 1, 2024.

#### Want to learn more about the UCR Plan?

- To learn more about the UCR Plan, go to <https://plan.ucr.gov/>.

#### Enforcement Guidance

- The 2024 UCR enforcement begins Jan. 1, 2024. The UCR Board recommends that states begin enforcement for the 2024 registration year on Jan. 1, 2024.
- The **Federal Motor Carrier Safety Administration (FMCSA)** has a Title 49 Code of Federal Regulations (CFR) violation code in the inspection software to indicate that a carrier is not in compliance with UCR, which is 392.2 UCR - Failure to pay UCR fees.
- Any non-compliance of the UCR registration should be documented on the Driver/Vehicle Examination Report as a “392.2 UCR - Failure to pay UCR fees” violation.



UCR fees for 2024 registration year are approximately 9% less than fees for 2023, depending on the applicable fee bracket.

#### The new fees for the 2024 registration year:

The changes reduce the fees paid by motor carriers, brokers, freight forwarders, and leasing companies to the UCR Plan and the participating states.

The official website of the UCR plan is [Plan.UCR.gov](https://Plan.UCR.gov).

2023 vs. 2024 Unified Carrier Registration Plan fees						
No. of power units	0-2	3-5	6-20	21-100	101-1,000	1,001 and above
2023 fee (previous)	\$41	\$121	\$242	\$844	\$4,024	\$39,289
2024 fee (new)	\$37	\$111	\$221	\$769	\$3,670	\$35,836
Difference	-\$4	-\$10	-\$21	-\$75	-\$354	-\$3,453

# FMCSA to End MC Numbers, Overhaul Registration System to Stamp Out Fraud

USDOT 1234567  
MC 3456780

The **Federal Motor Carrier Safety Administration** recently, at the **Mid-America Trucking Show** in Louisville, Ky., admitted its system for motor carrier, broker and freight forwarder registration and updates had fallen behind and in part enabled rampant fraud, while pledging to completely overhaul its verification processes and improve the "customer experience."

The changes include ending MC numbers and using USDOT numbers as the sole identifier for carriers, brokers, forwarders and others, and also would require some work on the carriers' part.

"Obviously, we've had our registration system in current form for many years," said Tom Keane, associate administrator of the **Office of Research & Registration at FMCSA**. "It was robust when it was originally designed, but it's become very dated over the years and we need to modernize."

**Overdrive** reporting revealed significant violations of regulations -- such as those governing carriers' principal place of business -- in the system. Hundreds of carriers have registered at a single address, for instance, even employing an email address in one particular case. When **Overdrive** queried **FMCSA** about those violations last year, the agency hinted at coming changes to the system.

Now, an outline of the proposed changes has taken place. Much of the details await finalization, and many will have to wait for a full rulemaking process to take place through publications in the **Federal Register**, where industry stakeholders can comment. Furthermore, **FMCSA** plans to hold an "industry stakeholder day" on **May 29** to communicate the changes and gather feedback.

The changes are aimed mostly at security and fraud prevention, which Ken Riddle, director of the **Office of Registration and Safety Information at FMCSA**, repeated on every slide of his presentation.

"Freight fraud is at an all-time high," said Riddle. "Every corner of the industry is experiencing fraud, whether on the carrier side, the broker side, you name it. We've heard from carriers and from the trade press asking 'What can you do to help?' We heard you, we're listening, and we're going to help."

**FMCSA's** Ken Riddle struck a conciliatory tone, admitting the organization "desperately needed" an update to better protect carriers.

**FMCSA** plans, in short order, to implement identification and business verification tools into the registration system, not allowing registrants to proceed until they've proven their identity and that their business exists and is registered with the IRS or the state.

Near-term changes, some already implemented, include no longer sending PIN numbers by electronic communication, instituting multi-factor authentication, and contracting out verification services to industry-leading firms.

"We're going to hire the best," said Riddle. "That will help mitigate the fraud."

These changes will impact all new applicants, but "also we're going to run all existing registrants, everybody in our database, over 800,000 entities," he said. "If they don't go through with it or refuse to or don't pass, we'll start with revocation proceedings. We're going to clean up the bad actors."

Riddle promised these initial steps "in the next 90 days," to start rolling out in segments of the registered population. "We can't wait on a new registration system," he said. "We need to do it just as soon as we possibly can to mitigate fraud and protect you."

For example, carriers using a registered agent as a principal place of business (PPOB) will have that address checked in real time and, hypothetically, might have their application rejected or flagged for correction.

A larger overhaul of the registration system that will ask carriers questions and lead them to the correct form, while verifying information in real time, should come online by the start of fiscal year 2025, or October 1.

"No hazmat questions if you didn't ask about hazmat," Riddle gave as an example. "If we've asked you for an address and name, we don't want to ask you to fill it in again," noting that the current system makes applicants answer that question up to four times.

Riddle expects **FMCSA's** changes to ripple through load boards and other industry platforms in short order. "Six months ago, fraud prevention wasn't our priority," said Riddle. "Today, it is. Because we heard from you and the industry how bad it is and how much it's needed."

**FMCSA** plans to eliminate the MC number and turn USDOT numbers into the sole identifier for entities in the system, as well as eliminating arbitrary wait times and instituting a system that processes paperwork over the weekend and holidays automatically.

Now, entities in the system will have an account. Failure to fill out MCS-150 or pay UCR fees will result in the USDOT number going inactive. From now on, **FMCSA** expects carriers' contact information, phones and emails to be actively monitored.

"We don't have that capability now, but we want to get a good email and a good telephone number to reach out about a change or update," said Riddle. "I want to be able to hit a button and speak to all third-party service providers or hit a button and talk to all hazmat carriers."

**FMCSA** will reach out to existing entities about the changes, and if carriers or anyone else have doubts about the authenticity of communications on the subject, they should reach out to an **FMCSA** field office as to not fall for many agency impersonation scams that routinely plague those with authority.

**Blanket companies (BOC-3s)** will get accounts in the system, which entities can enter in to allow the BOC-3 to complete the forms for them.

Riddle shared a mock up of the new website and gave a brief demo of how the system would work. The new system should work in mobile-responsive form as well.

"This is a good example of a win-win," said Keane. "You might not believe me because I'm from **FMCSA**, but we really do embrace those things that are good for business and safety."

# National Work Zone Awareness Week

National Work Zone Awareness Week (NWZAW) has been successful in spreading awareness for work zone safety across the country because of participation from organizations and individuals just like you. Hundreds of companies and individuals reach out to ATSSA (American Traffic Safety Services Association) on social media each year using #NWZAW.

NWZAW 2024 is April 15-19, hosted by Maryland Department of Transportation. The kickoff event is April 16 with the theme, "Work Zones are temporary. Actions behind the wheel can last forever."

NWZAW highlights the deadly dangers of inattention at highway work areas. The 2024 weeklong commemoration includes:

- **Work Zone Safety Training Day** - April 15
- **National kickoff event** - April 16
- **Go Orange Day** - April 17
- **Social media storm** - April 18
- **Moment of Silence** - April 19. The moment of silence was started in 2022 to remember the men and women whose lives were lost in a work zone incident.

Learn more on how you can participate and make your voice count on the importance of work zone safety.

## [Event Descriptions](#)

**Get Active** - participate in NWZAW and promote the importance of work zone safety across the country.

[Several tools will be posted to help organizations and individuals get active, including 2024 promotion/planning guides and other information.](#)

### 2024 NWZAW Poster

Every year the host state develops a new theme and poster for NWZAW. The **2024 NWZAW Poster** (18 x 24") from MDOT is available for download. **Printed copies** of the poster from ARTBA can be requested until April 5.

[Download The 2024 Poster](#)

[Request Printed Posters – mlaird@artba.org](mailto:mlaird@artba.org)



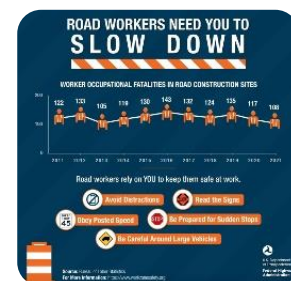
In 2021, 956 people died in work zones, according to the NHTSA FARS data. Also in 2021, 108 highway worker occupational fatalities occurred in road construction sites, based on BLS data. Data is available on [WorkZoneSafety.org](http://WorkZoneSafety.org).

What many fail to recognize is the vast majority of people killed in work zone crashes are motorists and their passengers. In 2021, 778 drivers and their passengers died in work zones (based on NHTSA FARS data), making it all the more important for drivers to slow down and stay focused while approaching and passing through a roadway work zone.

## Resources

Motor vehicle safety is one of the most important things on the roadways, as millions of workers use them as part of their jobs, and motor vehicle crashes are the leading cause of work-related deaths in the U.S.

- OSHA - [Guidelines for Employers to Reduce Motor Vehicle Crashes](#)
- NIOSH - [Distracted driving \(animated image\)](#) and [Motor Vehicle Safety at Work](#)
- NSC - [Safe Driving Kit](#)
- NHTSA - [Distracted Driving \(Distraction.gov\)](#)
- WHO - [Mobile phone use: a growing problem of driver distraction](#)
- CDC - [Distracted Driving](#) and [Parents Are the Key to Safe Teen Drivers](#)
- FHWA - [Work Zone Facts and Statistics](#)
- FMCSA - [Work Zone Safety: Shareable Material](#)





## Colorado Retesting 183 CDL Drivers after Loveland based CDL School Shuttered

The state of Colorado is retesting CDL holders who graduated from a Loveland, CO CDL Testing and Training facility after the school was found in serious violation of the basic rules of issuing CDLs.

The owner, who's school has now shut down, "failed to complete forms correctly, administer the skills test in accordance with state standards, maintain its basic control skills lot, and enter accurate information," the Colorado Department of Revenue wrote in a legal document.

This follows a string of audits tracing back to 2019, where the owner often just barely made the grade before auditors caught wind of more serious violations that required him to forfeit his license to operate the business.

A Notice of Charges in his case details the school's shortcomings. From things like sloppy paperwork missing signatures, dates, medical certifications and vehicle classes to giving applicants a pass on air brake checks, speeding violations, and alley docking exercises, the owner "*deliberately and willfully violated the Commercial Driver's License Act,*" according to the state.

As part of the settlement and agreement between the owner and the state, he "*acknowledges that its negligent conduct has caused the Department to suffer a monetary loss (the cost of re-testing CDL drivers) and is therefore entitled to access the bond*" of his business.

No criminal charges followed, though the state reserves the right to pursue them later if more information comes to light. However, as part of the settlement, the company owner agrees he "*will never apply for another testing unit certificate in Colorado, have any financial stake in a testing unit, be affiliated with a testing unit in any way, or otherwise conduct CDL testing.*"

Now, the DMV has "*retested drivers in the parking lot of Jeffco Stadium in Lakewood, Colorado,*" according to a DMV spokesperson. "*This parking lot is also used by the Jefferson County school district to train and test school bus drivers, as well as other non-commercial driving schools and motorcycle training organizations when there are no events at the stadium. There are four separate certified basic skills lots within the parking lot.*"

These tests had **FMCSA** staff on sight, and the DMV said it annually audits CDL schools in the state, and that the audit wasn't part of a wider crackdown.



**In total, the state retested 183 drivers.**

The Notice of Charges states that the Loveland school "*scored incorrectly for the air brake test*" and "*gave applicants credit even though they did not perform all three parts of the air brake check.*" Ignoring speeding violations on the road test, a lack of "*probing questions necessary to determine if the applicant has full understanding*" and giving credit for uncompleted test inspection portions, or simply letting the applicant conduct the inspection without guidance, round out the list of violations.

In the most recent audit, auditors said not only were tests incorrectly scored, but the tester was pointing and making "*hand gestures as to how and what exercises needed to be performed*" to get a passing grade.

Colorado's rectification of the loosely awarded CDLs follows several other high profile cases in which bribery played a part in cheating on or faking CDL tests.

In Illinois, a Chicago-area fleet owner recently used earpieces and wires to help CDL applicants cheat on the written exam for \$500 a pop.

In Massachusetts, state troopers were indicted in January for a brazen CDLs-for-cash (*or even water bottles*) scheme where examiners described drivers as "*horrible*" or even "*brain dead*" despite giving them a passing grade.

### Colo. Law: Move Over for Me

THESE PROTECTIONS TOOK EFFECT IN AUGUST 2023.

Colorado joined the ranks of just nine other states in offering robust "*Slow Down, Move Over*" protections to ALL disabled vehicles.

HB23-1123 requires that drivers move over a lane whenever they encounter ANY stationary vehicle with its hazards flashing – and if they can't move over, they must slow down.



## CVSA's New Out-of-Service Criteria: WHAT TRUCKERS NEED TO KNOW

The **Commercial Vehicle Safety Alliance** has updated the **out-of-service criteria** for 2024 with **11 new conditions** ranging from **small paperwork items** to new quirks in the **20% rule for brake violations**. The new conditions will **take effect** on **April 1**.

Kerri Wirachowsky, **CVSA's director of inspection programs**, offered a detailed **breakdown** of the new rules and an **inside look** at the **debates between industry**, regulators, and **enforcement** that shape how the **annually published OOS** guides the industry and **promotes uniformity** in compliance and **enforcement** throughout **North America**.

Starting with the "*meat and potatoes*" of the **new rules**, Wirachowsky pointed to **new language around camshaft bushings in brake** systems. This **resulted** from "*several situations during inspections where a missing bushing was discovered*," she said.

According to Wirachowsky, "*90% of the time*" if the **camshaft bushings** are bad enough, that **will manifest itself** in some type of **braking defect** that the **existing OOS criteria** already cover, **but not always**. "*There were at least two incidents where the camshaft bushing were gone altogether, but due to how the camshaft jammed into the spider casting, the brakes weren't really working but weren't actually out of adjustment*," she said.



Now, **language has been** added into the **OOS criteria specific** to worn **camshaft bushings**, which is not a **violation**, but missing **camshaft bushings** are included in the **20% criterion**, and counts as **one defective brake**.

The **confusing section** on the **20% criterion** also got a **small update**, simply adding a **watermark** to **all the pages** on the **20% rule** so readers **don't get confused** between what **falls under that rule** and what are **just general brake** regulations.

The **next meaty item**, again, came from a "*bizarre*" **happening on the road**, she said.

"*We had a truck turn up at the scales, and I can't believe the truck was still together*," Wirachowsky said. **In fact, it was** a semi **pulling doubles**, and the second **trailer appeared** to be **connected by little more** than **hope and prayer**. "*The pintle hook on the back of the truck was there*," she said, but **instead of the trailer** properly **coupled to the tractor**, it was somehow "*jammed underneath the bumper of the truck*."

There **simply was** "*nothing in OOS criteria to deal with a vehicle that's not coupled to a coupling device at all*," she said. An "*edit was made to the section to include the latch not secured or not in use*," she said.



This led to a **further conversation** about trailer **balls and mismatched hitches**, and a **further condition** that if the **trailer ball is marked** with its size and **coupled with the wrong** hitch, that's a **violation**. Worn out **trailer balls** that don't display the **size won't get caught** up in this.

Moving on, **there was perhaps** a lucky break in the **forgetful truck operator's** favor: If **your lights aren't** on at night, **but they work**, that's **no longer an OOS violation**, though it's **still a violation of state laws** to drive in the **dark without lights**.

Wirachowsky said **after a 3-hour debate**, ultimately **CVSA** decided that **because the inspector** hadn't started the **inspection yet** when the **truck was observed** without lights, and that the **lights do work** when inspected, it's **not an OOS violation**.

Another **lighting-related issue** that gives truck **operators a break** is that "*violations for lamps such as color, height or position, should be documented as violations, but are not considered OOS unless they are inoperative*." Wirachowsky said that **often, dump-style trucks** have lots of **falling rocks** around them during **loading and unloading** and sometimes the **operators want to put** the lights **out of harms way**, but that can **stray from the strict regs** around **light placement**.

More **common-sense work** around **auto-inflation systems** for tires found that if a **tire has a leak** in the tread area, although it's "*always a violation*," according to Wirachowsky, it **won't be an OOS violation** unless it **loses pressure**. If the tire is **auto-inflated** and **holding pressure**, that's just a **normal violation**, not OOS. If the **leak gets worse** and the system **can't keep it pumped up** to within **50% of the max air pressure** for the tire, that **does become an OOS violation**.

Otherwise, **keep an eye out** for more focus on **Drug and Alcohol Clearinghouse** checks and **tractor protection controls** in the **air system**, the focus of **this year's Roadcheck**.

Just **like how inspectors** now have **increased access** to checking **DACH records**, they'll be **making sure** that **hazmat-endorsed drivers** keep current with their **TSA screenings** in states where **CDLs last more than five years**.

# Congress eyes TWIC/hazmat changes

Senate intros bill to cut down on TWIC/hazmat screening red tape



March 18 2024

A bill making its way through the Senate with bipartisan support would eliminate redundant fees and background checks for transportation workers.

The **Transportation Security Screening Modernization Act**, introduced by Senators Roger Wicker (*R-Mississippi*), Jon Tester (*D-Montana*), Deb Fischer (*R-Nebraska*), and Angus King (*I-Maine*), was previously introduced in the **House by Representatives**.

The **Transportation Security Screening Modernization Act** allows workers to apply existing valid background checks to multiple **TSA-managed credentialing programs**, such as the **Transportation Worker Identification Credentials (TWIC)** program and the **Hazardous Materials Endorsement**. Harmonizing these programs and eliminating duplicative screenings, the bill would codify formal recommendations made by the **Government Accountability Office** dating back to 2007. Those recommendations have since been reaffirmed in a comprehensive security assessment conducted in 2020 by the [Homeland Security Operational Analysis Center](#).

The **American Trucking Associations** last year led a coalition of more than 150 organizations representing trucking, rail, energy, organized labor, agriculture, third-party logistics providers, and other key supply chain stakeholders in support of the bill.

"Subjecting essential supply chain workers to the same exact background check multiple times in order to receive different credentials from the same agency does nothing to enhance security," said **ATA President and CEO Chris Spear**. "This system only serves to pad government coffers by forcing truckers and other transportation workers to pay duplicative fees for a background check they've already cleared."

Spear noted that "**this long-overdue reform**" would reduce costs and hassles for truck and pipeline operators, longshoremen, and warehouse managers, among many others who must obtain these credentials as a condition of employment.

The bill does not make any modifications to the backend security assessment conducted on individual applicants, ensuring that they undergo the same level of review as they do under current law.

## 2024 CVSA Out-of-Service Criteria Now Available in the App

The 2024 Commercial Vehicle Safety Alliance (CVSA) North American Standard Out-of-Service Criteria, which take effect on April 1, are now available for purchase through the CVSA Out-of-Service Criteria app.

The out-of-service criteria app may be accessed anywhere, anytime via a mobile device. In addition to the out-of-service criteria, the app also contains inspection bulletins, photos of violations, inspection procedures, operational policies, access to the CVSA Learning portal and more.

To purchase the new out-of-service criteria, search "CVSA" in the [App Store](#) or [Google Play](#) then select "CVSA Out-of-Service Criteria." Once you've downloaded the app, set up your account with your first and last name and email address, then purchase the 2024 criteria. If you already have the app, search and select "CVSA Out-of-Service Criteria" in the App Store or Google Play to update your app and purchase the 2024 criteria.

In addition, for the first time, bulk orders of the app are available for jurisdictions and motor carriers. [Contact CVSA to place a bulk order.](#)

The app is just one of several ways you may access the criteria. The out-of-service criteria are also available as a spiral-bound [handbook](#), in an electronic format as a restricted [PDF](#), and as an 8.5" x 11" document in [French](#), [Spanish](#), and bilingual [English-French](#) and [English-Spanish](#).



## Connect with MSHA

The Mine Safety and Health Administration is now on [FACEBOOK!](#)  
FOLLOW NOW FOR MINING NEWS, REGULATIONS, AND SAFETY & HEALTH BEST PRACTICES.



## Danger – Rotating Conveyor Rollers!

Three miners have been permanently disabled since the beginning of 2024



Victim caught between moving conveyor belt and bend pulley.



This photo shows buildup on a bend pulley. In 2024 a miner lost a thumb when he removed a guard and began to clean a rotating bend pulley with a 15-inch-long pry bar.

A miner suffered fatal injuries in 2018 when he was entangled in a conveyor's take-up assembly. He was working from an elevated aerial lift cleaning buildup from a bend pulley while it was operating.

**Serious and fatal injuries occur when miners clean or adjust conveyor rollers, pulleys and idlers while the belt is in motion. Injuries vary from broken bones to loss of fingers, hands, and arms. Some accidents have resulted in fatal injuries. Injuries result from unsafe actions like:**

- Using aerial lifts to access elevated bend, snub, and take-up pulleys, or removing or reaching around guards to work on moving conveyor components.
- Using scrapers, shovels, pry bars, hammers and torches to remove ice, mud or buildup. The tools can be caught in pinch points between the conveyor belt and rollers and pull in the tools and miners' hands, arms, and bodies.

### Best Practices

- **Keep guards in place.** Do not defeat or circumvent any protective system.
- **Have an effective lock-out program.** Shut down, deenergize and lock out power switches and block conveyor parts against hazardous motion prior to performing belt roller or pulley cleaning, belt tracking or other maintenance.
- **Establish policies and procedures** to ensure proper and safe cleaning and maintenance of conveyor components.
- **Provide task and site-specific hazard training** that prohibits cleaning or working on or around moving conveyor components.
- **Follow safe cleaning and maintenance policies and procedures.** Supervisors, miners, and contractors are all responsible for working safely.

[Bulletin](#) (pdf)

Mine operators are required by law to report all mining accidents immediately – within 15 minutes of when the operator knew or should have known about the accident. [Report Accidents - Hazardous Conditions](#) or call **1-800-746-1553**



## The Pitfalls of Poor Cable Management

It's one thing to **lose hours of set-up time** on a **job site** with unlabeled **cables and wires**; it's **another to trip** and fall (*or cause a colleague to do the same*), thanks to **exposed cords**.

Any **location with cords**, cables, and **wires** puts **employees** and their **equipment in danger** when left out. A single **extension cord** or loose **cable on the ground** can lead to thousands of **dollars in damages** and even the **possibility of death**.

### Anything on the ground is a hazard

There are **signs to mark** a wet floor or **tell people to watch** their step, but **frequently**, we **ignore cords** on the floor, not **realizing they are** just as much a work **hazard as everything** else. Simply put, **anything on the ground** that **shouldn't** be there is a **tripping hazard**.

Slip, **trip, and fall injuries** account for **15-25%** of all **workplace injuries**. The **severity** of these **injuries** isn't consistent: sometimes, it's **only a pulled muscle**, but other **times, slips, trips, and falls** cause an **accidental death**.

Tripping **hazards don't just** come from an **extensive collection** of wires; a **simple extension cord** left on the floor, an **ethernet cable stretched across the room** or an **XLR cable** dangling a couple of **feet off the ground** on stage is enough to **cause significant problems**.

### A costly oversight

The **next time you see** any cable on the **floor, understand** just how **financially costly** that could be.

According to the **2021 Liberty Mutual Workplace Safety Index**, slips, **trips, and falls** account for over **\$19 billion** in yearly damages, **averaging around \$22,000** per incident.

That doesn't **account for broken** equipment from a **cord ripped out of its port** or a **tangle-related short circuit**.

### Identifying on-site cable management risks

When **working on-site**, scoping out your **surroundings to understand the potential safety risks is essential**. When it comes to **protecting yourself**, employees, and **equipment from poor cable management**, identifying all **potential pitfalls** ahead of time **allows you to perform** your duties in a **way that protects** others.

Every **worksite is different** and requires **different management** techniques: on **construction sites**, you must watch out for **welding, power tools, and temporary lighting cables**. On the other hand, if **you're working** in a data center, you'll **likely need to manage** ethernet and **fiber optic cables**.



### Figure out the correct measurements

You **must measure** the distance **between the equipment** and available **outlets or plugs**.

If you're **having trouble measuring**, a **quick hack is that** with your arms **spread out, from fingertip to fingertip** is approximately **your height**. Use this **method to quickly eyeball** how **much cable you'll need** to avoid **stretching cords from one end to the other**.

### Don't let cables and cords lie on the floor

If **cables are already plugged in** around the **building, ensure they are not lying** on the floor. Don't just **pick them up**; figure out the **best way to keep** them from anyone's **walking path**.

Any wire, **cable, or cord lying** on the ground or **stretched across** walking paths is **dangerous** to everyone's **safety**.

### Data center and electrical cable management

For **data centers**, we recommend **routing your ethernet, power, and fiber optic cables** along **walls and door frames**.

According to **OSHA regulations**, "*flexible cords and cables shall be supported in place at intervals that ensure that they will be protected from physical damage. Support shall be in the form of staples, cable ties, straps, or similar type fittings installed so as not to cause damage.*"

While **staples are commonly** used, it's **recommended** that you use **reusable hook and loop straps** or **Velcro® Brand** fasteners (*including tape*) as they **allow you** the **flexibility** to **maneuver difficult wires** without **having to worry** about them **losing their hold**.

Coaxial **cable staples** or wire **clips are safer** when **maneuvering ethernet cables** around **doorways** and window **frames**. Command strips also **do the job** if you're **looking for** a solution that won't **leave any holes** in your walls.

In a **desperate situation**, painter's **tape** can do the job **temporarily**. Just know that **depending** on the **humidity, varnish, and other environmental elements**, painter's **tape won't hold up forever**.



## Move the cables inside

Another **option** is to **drill holes** and move the **cables through** the walls. While a **bit more time-consuming**, organizing the **cords around** your office **allows** for a much **cleaner look** and limited **opportunities** for the **cables** to become **unattached** to the wall and **fall to the floor**.

This **method allows** you to **maneuver ethernet** cables between **rooms without figuring out** the **best way** to get them through **doorways**.

## Setting cable management expectations

Everyone is **responsible** for **protecting themselves** and their **colleagues** from slips, **trips, and falls**. The employer and supervisors **must be notified** immediately if **there are any potential dangers** at your worksite.

## No cords on the floor

The most **important rule** is if there's a **cord on the floor**, there's a **danger present**. Cables **should not be too long**, **stretched out** over **walking paths**, or lying on the **ground**.

Use **hook and loop** wraps and **fasteners** to **prevent wires, cords, or cables from falling** into **pedestrian walkways**.

## Avoid extension cords

Avoid **extension cords** at all **costs**, as they **significantly** contribute to **trip and fall accidents**. If, for **some reason**, you must use an **extension cord**, purchase **brightly colored** hook and **loop cable ties** to indicate that the cord is **on the ground**, as well as **fasten it to** the floor with **either regular** or **Velcro® Brand** tape.

According to **OSHA** regulations, "*extension cords shall not be fastened with staples, hung from nails, or suspended by wire.*"

## Properly label and wrap cables

Rather than a tangled **mess of cables**, use cable wraps or **hook and loop** ties to **bundle** them **together, allowing** for a cleaner, **safer look** around the **office**. For **data centers**, bundling **ethernet cables** also allows for **quicker installation**.

If given the **option**, choose **custom-printed** cable ties **because labeling** each **wire** before **installation enables** you to **identify and switch** out broken **cables quickly**.

## Preventing trips and falls through cable management

Following **proper cable management procedures** to **protect** yourself and your business from **unnecessary workplace** injuries is a **no-brainer**.

Remember **always to stay aware** of your **surroundings**, plan out **your workspaces** appropriately, and **instill** the expectations **around the building** that **cords, cables, or wires** must **always be routed** along the **outside** or inside the **walls**.

## OSHA Workplace Mental Health Bulletin

Mental health is an important component of overall well-being and is equally as vital as physical health for all employees. Mental health concerns due to work have the potential to adversely impact an employee's social interactions, productivity, performance, and absenteeism.

Stress affects people in a variety of ways such as muscle tension, headaches, stomach discomfort, high blood pressure, and heart disease. Ignoring workplace stress can have lasting harmful effects on individuals, families, co-workers, and communities.

Here's a link to the OSHA [Bulletin](#) (pdf)

**Take Care of your Mental Health!**

**A healthy mind is very important  
for a healthy body!**

Navigating the variety of viruses lurking around this season can be difficult at times. So that you can access the most updated information, we'll continue to provide links for your convenience.

Here are Resources containing the most current information and guidance for your workplace.

- [CDC – Centers for Disease Control](#) – Important info re: [COVID-19 vaccine & boosters](#), [RSV & flu](#)
- [CDPHE – Colorado Department of Public Health and Environment](#)
- [WHO - World Health Organization](#)
- [OSHA Guidance](#)
- [DOL Resources](#)
- [Covid19.colorado.gov](#)

## COVID-19 Resource - Filing Whistleblower Complaints Related to COVID-19

OSHA's [new fact sheet](#) explains how workers can protect their right to raise workplace health and safety concerns relating to COVID-19 without fear of retaliation.

Visit OSHA's [COVID-19 Frequently Asked Questions](#) page for current information

## OSHA's Recordkeeping Requirements for Exposure to COVID-19

OSHA issued enforcement guidance related to the COVID-19 pandemic for [Recording and Reporting Occupational Injuries and Illnesses](#) required under *29 CFR Part 1904*.

For more information see the [Enforcement Memoranda](#) section of OSHA's [COVID-19 Safety and Health Topics](#) page.

## SUPPORTING WORKERS WITH LONG COVID: A Guide for Employers

SINCE THE COVID-19 PANDEMIC BEGAN IN THE SPRING OF 2020, COVID-19 HAS IMPACTED PEOPLE IN MANY WAYS. Government reports estimate that millions of Americans have experienced prolonged, lingering symptoms, a condition known as Long COVID. These symptoms can be severe enough to affect an individual's ability to function, including the ability to work.

This [publication](#) (pdf - developed by EARN and the Job Accommodation Network) provides information and resources to help employers support employees with Long COVID.



From all of us at  
MJS Legacy Safety...

Be safe out there!!